

Human Resource Model of Competence (Moc)

Zaib Attique Zia

Modeling competences is an important part of any organization especially of the Human Resource department. These competences are used to define much needed skills required to perform certain duties or tasks. HR departments match these required competences with competences which applicants have in order to get the best possible person to fulfill these duties or tasks. In some cases, development or training is also required to fulfill the gap between required competences and competences which person has. As HR activities directly impact on an organization's ability to compete, HR competency models need to be continually researched and updated to avoid any adverse effect on efficiency and productivity of organization and its employees. This paper will include RWE-IT(Slovakia) Model of Competence which is being used in their HR department.

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